



## Code of Conduct

AFRISO-EURO-INDEX GmbH is one of the leading manufacturers of measuring, control and monitoring technology for domestic, industrial and environmental applications. Environmental protection and sustainable value-based corporate governance as well as responsibility and social competence have been firmly anchored in the company's philosophy since its foundation, alongside the principles of quality and occupational health and safety. The present Code of Conduct specifies the values and guiding principles of AFRISO-EURO-INDEX GmbH. Compliance with the following principles is expected from all employees and business partners:

### Respect for human rights and compliance with the law

The laws and other regulations of the respective applicable legal systems must be strictly adhered to, in particular within the framework of

- the Universal Declaration of Human Rights of the United Nations (UN),
- the ten principles of United Nations Global Compact,
- the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)
- the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (1989)
- the United Nations Guiding Principles on Business and Human Rights.

## Employees

### Discrimination

No discrimination based on gender, age, race, nationality, disability, social origin, religion, political affiliation and sexual orientation or any other characteristic protected by law. We advocate equal opportunities. Sexual harassment, psychological hardship or other inappropriate incidents or behaviour must not be tolerated.

### Prohibition of child labour

No child labour and strict compliance with the statutory regulations on the minimum age for employees.

### Prohibition of forced labour

No forced labour and no physical punishment, threat and harassment whatsoever of employees. The supplier/business partner undertakes to prevent any form of forced labour, slavery and human trafficking according to the above conventions.

### Fair remuneration and working time

Compliance with all applicable national and international statutory requirements in the context of ensuring fair working conditions and remuneration. Wages, social benefits and working hours must at least meet local statutory standards.



### **Freedom of association**

Recognition of the right of employees to freedom of association. Trustful cooperation with employee representatives. The members of employee organizations or trade unions are neither to be favoured nor disadvantaged.

### **Occupational safety and health protection**

Compliance with all applicable health and safety regulations. Commitment to protect employees from workplace hazards, continuous risk assessment and prevention of risks with regard to possible injuries and accidents. Establishment and expansion of appropriate health and occupational safety management on site as well as offers of health-promoting measures.

### **Environmental protection**

#### **Environmental protection policy**

Compliance with national and international statutory regulations concerning environmental protection. Environmentally compatible design of products, services and processes. Responsible use of natural resources and CO2 reduction. Establishment and refinement of an appropriate environmental protection management system.

#### **Handling of hazardous substances in products**

Compliance with the applicable national and international statutory provisions regarding the substances defined to be hazardous for humans and the environment in the products and processes. Fulfilment of due diligence obligations to ensure product compliance.

### **Corporate governance**

#### **Corruption and bribery**

Compliance with all applicable statutory anti-corruption provisions. Rejection of any kind of corruption and bribery. No direct or indirect gratuities, gifts or actions to gain advantage.

#### **Free competition**

Compliance with applicable national and international statutory regulations regarding competition law and antitrust law. Rejection of market fixing, price collusion and collusive tendering as well as sharing of markets.

#### **Money laundering**

Compliance with all applicable statutory requirements and due diligence requirements concerning anti-money laundering and anti-terrorist support. This also applies to the procurement of materials from conflict regions and potential conflict regions.

#### **Handling information and business secrets**

Confidential handling of all information in all business areas. Personal data of employees, business partners and other third parties is only processed in compliance with applicable data protection regulations, for example, General Data Protection Regulation GDPR. Securing the IT infrastructure

against possible cyber attacks and thus protecting confidential information and business secrets. Intellectual property rights and know-how of others must be respected.

### Dealing with business partners

Selection of business partners under consideration of our corporate values. We expect our business partners and suppliers to comply with the above guidelines.

### Act on Corporate Due Diligence Obligations in Supply Chains (German Lieferkettensorgfaltspflichtengesetz (LkSG))

AFRISO-EURO-INDEX GmbH undertakes to comply with all provisions of Act on Corporate Due Diligence in Supply Chains (LkSG) and requires all business partners/suppliers to fulfil the due diligence requirements along the supply chain. The due diligence requirements include:

- Establishing a risk management system and conducting a risk assessment
- Adoption of a Declaration of Principles concerning the Corporate Human Rights Strategy
- Implementation of prevention measures
- Immediate implementation of corrective measures in the case of detected legal violations
- Establishment of a complaints procedure
- Documentation and reporting obligation for fulfilling the due diligence requirements

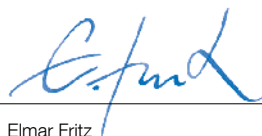
In the event of identified or potential human rights-related or environmental violations of obligations, appropriate remedial action is taken to prevent, stop or minimise the extent of such violations.

### Up-to-dateness and implementation

The **Code of Conduct** of AFRISO-EURO-INDEX GmbH is verified on a regular basis to ensure that it is up-to-date and effective, and revised to reflect new risks and requirements. All our employees act in accordance with the **Code of Conduct** and are trained on an ongoing basis in this regard. By submitting and disclosing the document, we also expect our business partners/suppliers to comply with the guidelines.

Güglingen, December 21, 2022

Place, date

  
Elmar Fritz